



State of Arizona
Governor
Janice K. Brewer

Arizona State Board of Massage Therapy

1400 W. Washington, Ste. 300 ♦ Phoenix, AZ 85007
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Website: www.massageboard.az.gov ♦ Kathleen Phillips, Executive Director

NON-DISCRIMINATION POLICY

The Arizona Board of Massage Therapy is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunity and prohibits discriminatory practices, including harassment. Therefore, the Arizona Board of Massage Therapy commits itself to the attached Non-Discrimination policy.

- The Arizona Board of Massage Therapy has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
- The Arizona Board of Massage Therapy will make every reasonable effort to ensure that all concerned are familiar with this policy and aware that any complaint of violation of such policies will be Investigated and resolved appropriately.
- The Arizona Board of Massage Therapy will post our Equal Opportunity Policy Statement. This policy is available on the Board's website at www.massageboard.az.gov and on the bulletin board in the Board office at 1400 W. Washington, Suite 300. All employment announcements shall include the phrase:

"Arizona State Government is an EOE/ADA Reasonable Accommodation Employer"

As the Executive Director of the Arizona Board of Massage Therapy, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the Equal Opportunity Policy throughout all levels of the Department, I shall serve as the Equal Opportunity Administrator for the Arizona Board of Massage Therapy and may be contacted at 602 542 8217 or Kathleen.phillips@massageboard.az.gov.

Kathleen Phillips, Executive Director

1/08/2014

Date

Any employee who has any questions or concerns about this policy should talk with, the Board's Executive Director or the Governor's Office of Equal Opportunity,
<http://azgovernor.gov/eop/index.asp>, 602-542-3711